

THANK YOU FOR JOINING!

We will be starting momentarily.

PLEASE:



**Mute your
audio**



**Introduce yourself
in the chat**

REMINDERS:

- Presentation materials were provided in the final reminder email and via the [DEI Practitioner SharePoint Portal](#)
- Please follow the Poll Everywhere link below to complete our webinar series survey
- Our DEI webinars are primarily developed for DEI practitioners but are also open to anyone interested in learning more about the presented topics

Please go to <http://www.pollev.com/IDPilot345> to complete the short feedback survey. Your participation will help us record your command's attendance and provide actionable feedback on our webinar series. Thank you!



**DIVERSITY, EQUITY
& INCLUSION**

Faith & Belief @ Work

8 December 2021 (1200 - 1300 EST)

OPNAV N17 DEI Webinar Series



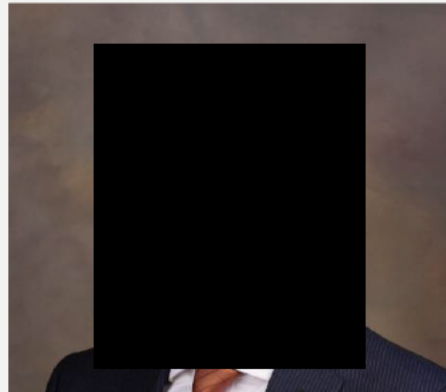
AGENDA

- 1 INTRODUCTION
- 2 THE BUSINESS CASE FOR ADDRESSING FAITH AND BELIEF AT WORK
- 3 EFFECTIVELY ADDRESSING FAITH AND BELIEF AT WORK
- 4 WHAT YOU CAN DO IN YOUR WORKPLACE ENVIRONMENT
- 5 WRAP UP



INTRODUCTION

Subject Matter Expert



[REDACTED] | He/His

[REDACTED]
Religious Freedom & Business Foundation

Faith & Belief at Work

The December webinar, Faith & Belief at Work, will teach DEI practitioners about the importance of religion as a key factor of identity. Cultivating religious awareness is to understand how religion may impact Sailors and is vital for Sailors to acknowledge, appreciate and show respect for others. The goal of December's webinar is to grow awareness around faith and belief to increase religious tolerance and acceptance by giving DEI Practitioners the strategies and tools necessary to do so within their commands and beyond.



KNOWLEDGE

How does religion impact markets, clients and co-workers?



SKILLS

What are the best mindsets and practices to foster workplace RD&I?



ACTION

What policies and programs foster RD&I in companies and societies?



KNOWLEDGE

How does religion impact
markets, clients and co-workers?

The law

- U.S. Constitution
- Title VII
- Navy Policy

The business case

- Macro level
- Micro level

What professional organizations are doing

- Google, Accenture, Tyson Foods, Intel
- Navy



SKILLS

What are the best mindsets and practices to foster workplace RD&I?

Religious Literacy

- What does religious literacy mean at work?
- How should we think about religious literacy in relation to colleagues and partners?
- How do you develop religious literacy at work?
- How can it help with faith and belief accommodation?

Accommodation at Work

- Common areas of accommodation
- Best practices

RELIGIOUS LITERACY

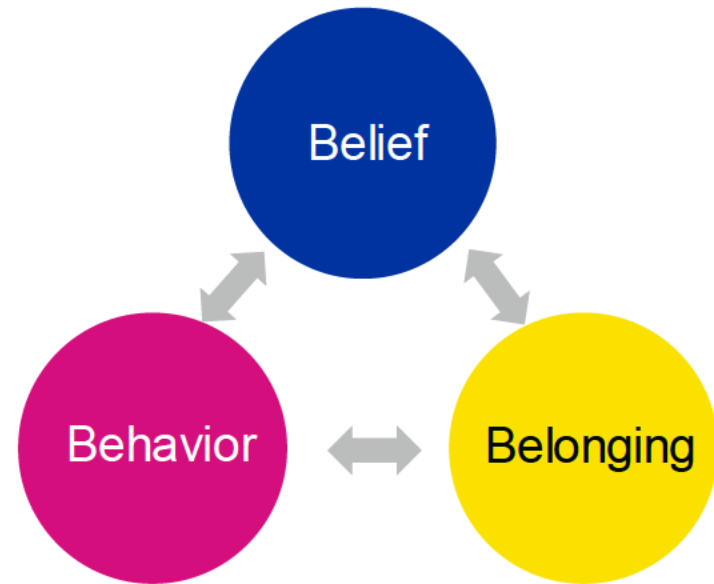
What does it mean to be religiously literate?

How should we think about religious literacy in relation to colleagues and partners?

How do you develop religious literacy at work?

Rules for Active Listening:

1. Treat each employee as an individual—not as a representative of an entire tradition.
2. Ask open ended questions.
3. Recognize that religious expression takes many forms.



- Religions are **internally diverse**, not uniform.
- Religions are **dynamic** and **changing**, not static and fixed.
- Religious influences are **embedded** in all dimensions of culture. Religions do not function in discrete, isolated, 'private' contexts.



AN ACCOMMODATION MINDSET



SKILLS

What are the best mindsets and practices to foster workplace RD&I?

Common Areas of Accommodation

- Job assignment and work schedules
- Diet
- Grooming and dress
- Navigating Difficult Conversations
- Appropriate / inappropriate ways to recognize an employee's belief
- When non-accommodation is appropriate

ACCOMODATION PRINCIPLES



SKILLS

What are the best mindsets and practices to foster workplace RD&I?

- 1. Know the Policies:** Ensure they are communicated thoroughly throughout the organization.
- 2. Apply Consistency & Equity:** Maintain a standard that does not change based on a situation.
- 3. Acknowledge Religion:** Don't tip-toe around it.
- 4. Be Proactive in Understanding:** Listen to understand, include all stakeholders, listen to all sides, and commit to civil discourse.
- 5. Seek Counsel:** Go to your HR or legal representatives.
- 6. Consider Unconscious Bias:** What assumptions are at play?
- 7. Address Problems Immediately:** Don't wait till it becomes a bigger problem.



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& INCLUSION**



ACCOMODATION PRINCIPLES



SKILLS

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ACTION

What policies and programs foster RD&I in companies and societies?

Strategy for faith and belief accommodation at work

Thinking about where your organization or team could be in six months, what would need to happen to get there?

What are your and your organization's desired outcomes?

What can you do in your sphere of influence starting today?

A photograph of a US Navy fleet at sea. In the foreground, the USS Zumwalt (DDG 1000) is visible, with its name 'ZUMWALT' and hull number '1000' on the bow. Behind it, the USS Zumwalt (DDG 1000) is visible, and further back, the USS Zumwalt (DDG 1000) is visible. The ships are sailing on a dark blue sea under a cloudy sky. A large American flag is flying from the mast of the lead ship. The text 'Question & Answer' is overlaid in white on a dark blue semi-transparent background.

Question & Answer



UPCOMING DEI WEBINAR TOPICS

The DEI Virtual Learning Series is released on a monthly basis. The webinars will cover industry best practices and DEI topics related to Navy needs.

NEXT MONTH'S WEBINAR TOPIC: Unpacking Unconscious Bias

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